



Changing the way  
the world **learns**



**2021**

**ESG**

**Report**

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# Introduction

**Welcome to Amesite’s annual ESG report** — a report covering our environmental, social, and governance (ESG) performance. It looks back at the previous year and gives investors as well as other stakeholders information about our broader impact in society. The report will focus on what’s material to our business and our industry using the Sustainability Accounting Standards Board\* (SASB) framework as a benchmark where applicable.

**Amesite is committed to the fight against climate change** — Amesite powers environmentally friendly education. Our digital offerings reduce the need for regular travel for in person sessions and increase learner capacity without the construction of additional buildings. Amesite is also focused on managing our own environmental footprint as we continue to scale and grow.

**Amesite is committed to diversity as an essential element of growth and impact** — We remain committed to creating and sustaining a culture that embodies diverse walks of life, experiences, ideas, genders, ages, races, cultures, sexual orientations, abilities and other unique qualities.

**Amesite is committed to protecting data privacy** as it is fundamental to maintaining the trust of our customers and growing our business. Technology companies will be impacted by current and emerging federal, state and international laws related to privacy and data protection. Privacy protection is therefore a strategic priority for Amesite, and we have established strong measures to protect the privacy and security of customer information and to ensure compliance with privacy legislation.

# Methodology

Unless otherwise noted, this report presents and analyzes data based on Amesite’s fiscal calendar, which begins on July 1 and ends on June 30. We refer to years based on the July start date of a fiscal year. The year that began on July 1, 2020, and ended on June 30, 2021, is therefore referred to in this report as “2021”, and “this year.” Similarly, the fiscal year that began on July 1, 2019, is referred to as “2020” or “last year”

*\*The SASB is a body that develops and maintains standards to guide the disclosure of financially material sustainability information by companies to their investors: <https://www.sasb.org/about/>*

# 2021

## By the Numbers

**0 MT CO2 Emitted**

**54% Diverse  
Employees**

**43% Diverse  
Management**

**0**

# of users whose  
information was used for  
secondary purposes

**\$0**

In monetary losses as a  
result of legal  
proceedings associated  
with user privacy

**0**

Number of law  
enforcement requests for  
user information

**100%**

of governance policies  
currently in place

# Overview

Amesite is a fully distributed business: our team members work from where they are, and we convene in person only for needed client, team, and teambuilding meetings. We are deeply committed to this way of operating, because of its many advantages.

As a distributed business, we have been able to:

- attract talent from anywhere
- hire in talented people without disrupting their or their families' lives
- reduce the need for commuting or travel to only that which benefits our people and advances our business
- support our team members to better support their own communities
- dramatically reduce our carbon footprint

Estimates of our carbon footprint are greatly simplified for us, because we are distributed. Our approach in analyses in this report is to be very conservative, in the sense that we tend to overestimate our footprint, and thus overestimate our work to offset our environmental impact. We also report our methodologies alongside each calculation, and welcome feedback on ways that we can improve – whether in our impact, our assessment of it, or in our response to it.

Similarly, our ability to calculate our community, human rights and product data privacy metrics is streamlined due to the size of our organization and clearly defined code of conduct and data privacy approaches.

Lastly, all governance policies were created in conjunction with the creation of Amesite's board of directors and have been previously communicated via SEC filings.

# Environmental Impact

If we are to succeed in changing the way the world learns, ensuring our world remains habitable and stable is paramount. Thus, Amesite is making multiple commitments in support of this objective.

Our first focus is addressing climate change, and Amesite fully supports the Paris Agreement's goal\* to limit global warming to below 2°C, preferably to 1.5°C, compared to pre-industrial levels. Our corporate goal here is clear: net zero carbon emissions by the end of our FY2022.

In addition to climate change, Amesite is also focusing on pollution and waste and ensuring our business activities result in a net reduction in these areas via clearly defined policies.

TOPIC	Metric	Current State
Climate Change	MTCO2	0.0 MTCO2
Pollution and Waste	Electronic Waste Approach	In Place
	Environmental Compliance Approach	In Place

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\*The Paris Agreement is a legally binding international treaty on climate change. Its goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels: <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

# Climate Change

The following table shows an estimate of Amesite’s annual carbon footprint totals provided by the CoolClimate network at the University of California Berkeley.<sup>†</sup>

Scope 1 emissions are direct emissions from company-owned and controlled resources. In other words, emissions released to the atmosphere as a direct result of a set of activities, at a firm level. All fuels that produce GHG emissions must be included in scope 1.

Scope 2 emissions are indirect emissions from the generation of purchased energy, from a utility provider. In other words, all GHG emissions released in the atmosphere, from the consumption of purchased electricity, steam, heat and cooling.

Scope 3 emissions are all indirect emissions – not included in scope 2 – that occur in the value chain of the reporting company, including both upstream and downstream emissions. In other words, emissions that are linked to the company’s operations.

Metric	Current State <sup>1</sup>
<b>SCOPE 1</b>	
Site	0.0 MT Co2
Fleet	0.0 MT Co2
<b>Total SCOPE 1</b>	<b>0.0 MT Co2</b>
<b>SCOPE 2</b>	
Site	44.0 MT Co2
<b>Total SCOPE 2</b>	<b>44.0 MT Co2</b>
<b>SCOPE 3</b>	
Commute	0.0 MT Co2
Procurement	11.0 MT Co2
Travel	12.0 MT Co2
Server	10.0 MT Co2
<b>Total SCOPE 3</b>	<b>33.0 MT Co2</b>
Carbon Offsets	(77.0) MT Co2
<b>Total Carbon Footprint</b>	<b>0.0 MT Co2</b>

<sup>1</sup>As calculated by CoolClimate Network at the University of California, Berkeley

<sup>†</sup> CoolClimate provides decision-making tools and programs used to identify unique opportunities that businesses, organizations, or communities can utilize to reduce greenhouse gas emissions and accelerate the transition to a clean energy economy: <https://coolclimate.berkeley.edu/about>

# Electronic Waste

## I. Policy Goal Purpose

As a technology company, computing devices are essential tools for our team. The rapid pace of technological advancement continues to offer opportunities for new or upgraded electronic equipment. In turn, electronic waste or e-waste is now the fastest growing segment of the United States solid waste stream.

## II. Policy

All Amesite employees shall follow the below procedures to reduce and eventually eliminate the electronic waste the company collectively produces on an annual basis.

## III. Electronic Waste Reduction

- All Amesite surplus electronic devices, including computers and computer peripherals, are sent to Amesite's outsourced IT provider to determine if the surplus electronic device should be donated, sold, or recycled.
- Amesite's outsourced IT provider are responsible for inventory control of surplus electronic devices
- All electronic waste is shredded by Amesite's outsourced IT provider recycling contractor per purchase order specifications.
- Our electronic waste contractor provides Amesite with a certificate of destruction and weight totals for all recycled items.

# Environmental Compliance

## I. Policy Goal Purpose

Amesite recognizes our obligation as a corporate citizen to carry out our activities in ways that are consistent with and contribute to a clean and safe environment. It is our policy, as set forth in this Environmental Compliance Policy, that all employees comply with applicable environmental laws and regulations.

## II. Policy

It is the policy of the Company that compliance with applicable environmental laws is fundamental to our commitment to preserve the overall environment and to comply with environmental quality standards. The Company's policy is to observe and comply with environmental laws and regulations applicable to each facility, regardless of whether such law is discussed in this document.

"Environmental law" is meant generally to address laws which limit pollution of the environment or otherwise are designed to protect the environment and human health from adverse effects resulting from contamination or modification of the environment.

# Justice, Equity, Diversity, and Inclusion

To truly change how the world learns and improve the learning process and environment for learners across the world, we need to work with a diversity of partners as well as have a diverse workforce. We also must operate with a high degree of awareness of evolving social conditions, social justice – and create policy accordingly. We acknowledge that these measures evolve over time and commit to improving our policies as awareness of social inequities or injustice arise.

TOPIC	Metric	Current State
Community	<b><u>% Of Amesite workforce:</u></b>	
	Women	46%
	Women in management*	29%
	Racially Diverse	21%
	Racially Diverse in management*	21%
	Women + Racially Diverse	54%
	Women + Racially Diverse in Management*	43%
	<b>Equitable Pay</b>	<b><u>Available Here</u></b>
Human Rights	<b>Code of Conduct</b>	<b><u>Available Here</u></b>
Product Data Privacy	<b>Number of users whose information is used for secondary purposes</b>	<b>0</b>
	<b>Total amount of monetary losses as a result of legal proceedings associated with user privacy</b>	<b>\$0</b>
	<b>(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure</b>	<b>(1) 0 (2) 0 (3) 0</b>

# Governance

The Board of Directors Amesite, Inc. has adopted the corporate governance guidelines set forth below to assist and guide the Board in the exercise of its responsibilities. These guidelines should be interpreted in accordance with any requirements imposed by applicable U.S. federal or state law or regulation, the NASDAQ Stock Market LLC and the Company’s Amended and Restated Certificate of Incorporation and Amended Bylaws. The Board may review and amend these guidelines from time to time.

TOPIC	Metric	Current State
Governance	Board Composition	<a href="#"><u>Available Here</u></a>
	Board Diversity	<a href="#"><u>Available Here</u></a>
	Staggered Terms	<a href="#"><u>Available Here</u></a>
	Director Independence	<a href="#"><u>Available Here</u></a>
	Nominating Procedures	<a href="#"><u>Available Here</u></a>